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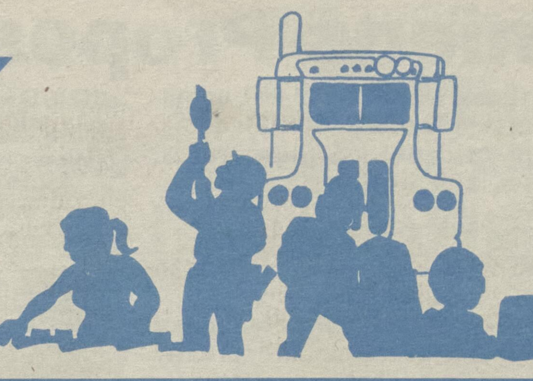
TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1993 #120



Two Cases at Yellow Freight

Safety Law Wins Back Teamster Jobs

Truck safety legislation drafted by TDU attorney Arthur Fox in 1982, and now in law as OSHA Section 405, the "whistleblower law," is proving very useful to Teamsters, although very few local officers make use of it. Two recent cases won by road drivers at Yellow Freight illustrate this.

The issue of fatigue, especially in the case of drivers forced to babysit the phone waiting for dispatch, is important to many thousands of Teamster drivers. One such driver is Willie Smith of Columbus, Ohio. In awarding him his job back and full back pay, the administrative law judge (ALJ) in that case summed up the attitude of the employer:

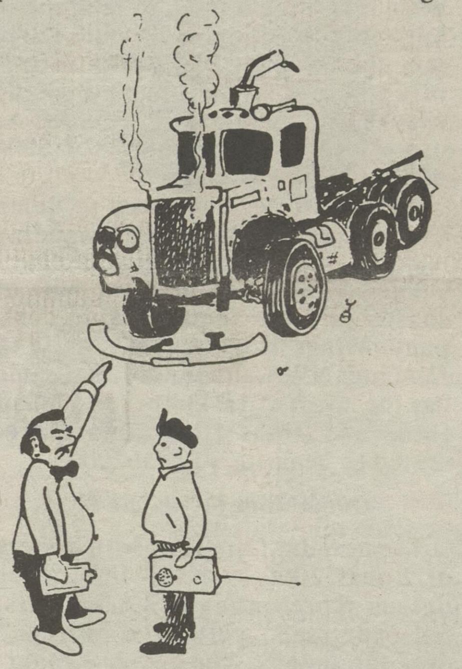
"An employee who takes himself off the board is marked absent, and eventually penalized. An employee who leaves himself on the board but is called so late that he feels too fatigued to drive on that shift and then says so is penalized. In addition, an employee who accepts the call notwithstanding fatigue and then naps on the road is penalized for delay of freight whether or not the dispatcher is notified. Simply stated, the employee on the call board cannot refuse to answer the call and drive regardless of health or fatigue."

Unfortunately, that situation is common. But OSHA Section 405 regulations prohibit an employer from forcing an employee to drive when he is impaired due to illness or fatigue. This case, which is being appealed by Yellow Freight to the Secretary of Labor, occurred after Smith, a shop steward in Columbus Local 413, began counseling fellow employees of their rights under the Section 405 regulations.

These activities led Yellow to go after him. They began citing him for many work rule violations, including but not limited to, refusing to drive when fatigued. But he refused to back off. In the words of the ALJ, "When Respondent's (the company) displeasure with his performance was clearly evident, he nonetheless continued in practices that elicited little sympathy from his employer or, apparently, the union, which did not consider his continued employment a high priority."

After brother Smith lost his job at the Ohio State Grievance Committee, he filed a Section 405 case and went before an ALJ. The ALJ ordered Smith reinstated (he has since returned to work) with full back pay and benefits.

In fact, the judge's ruling seriously indicted the integrity of the Teamster grievance procedure. The judge noted, "The record is replete with evidence suggesting that the grievance procedures are often contaminated by political considerations that influence the outcome of a particular grievance." While not claiming "political contamination" in this particular case the judge claimed, "The procedure is tainted. There is enough evidence here to discount giving any weight to these type grievance hearings in a whistleblower (OSHA Section 405) case."



TRUST ME! THE LAST DRIVER FOUND NOTHING WRONG WITH UNIT 92.

N.Y. Driver Wins Job, $100,000

In October 1989, Yellow Freight road driver Robert Spinner was fired for refusing to drive without proper vehicle inspection reports. More than three years later, with the Secretary of Labor having ruled in his favor, he is awaiting the outcome of a final appeal

continued on page 10

2 Million Teamsters in 2000

The Key: Building an Army of Organizers

Rick Smith
Organizer, Local 728
Atlanta

First, the bad news. In the first six months of 1992 the Teamsters union won only 43% of its NLRB organizing elections. This compared to an overall rate of 49% for all unions. The good news is that with the commitment to organizing by the new Carey Administration, our union should improve on those statistics. But the key is in building an army of thousands of rank and file organizers to spread the word about the New Teamsters Union.

Organizing is tough. The law and courts are stacked against us. But the statistics show that when involved in well-thought-out, rank-and-file intensive campaigns, workers will vote union. That is the kind of effort that will be needed to achieve the goal set by the IBT under Billy McCarthy, to reach 2 million members by the year 2000.

Results from years of analyzing NLRB organizing elections show that when unions run campaigns based upon the active participation of the rank and file, including housecalls, small group meetings and representative in-plant committees from the very beginning, the chances of winning elections get much higher. Even with this information, many organizers still rely on the same old stale tactics that almost insure defeat, such as: complete reliance on the organizer, mass mailings and phone calls rather than personal contact and rank and file leadership.

Targeting: Who to Organize?

Several factors need to be considered before strategically targeting employers and employees to be organized. The first is the bargaining unit itself. Unions have much greater success in bargaining units with a majority of women and/or minority workers. Where the workforce is composed of more than 75% minorities, union win rates shoot to 66%. In workplaces composed of a majority of women, the win rate is 59%. Younger and lower-paid workers also will vote more often for the union. Targeting along these lines should certainly be a part of our union's strategy. But what does it say for organizing the largely male, and higher-paid employees in trucking and warehousing, which have always been the source of our union's strength? Do we stand a chance?

We not only stand a chance but also have no other choice if we're to preserve our conditions and way of life. To beef up our chances, a rank and file strategy is especially important.

Rank and File Organizing

In Local 728, we've had some success at organizing. And it's because we

continued on page 10

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

Northwest Airlines Makes Counter Offer

Unions Propose Stocks Deal

Northwest Airlines' 42,000 unionized workers appear headed for a $900 million bite out of their wages, benefits, and working conditions. However, they are demanding a big piece of the airline in return, a demand rejected by the company in favor of a profit-sharing offer.

It appeared that the intervention of Teamster President Ron Carey in early January stiffened the resolve of the six unions representing NWA's workers not to make concessions unless they got some control over the future of the airline. Carey stated on Jan. 4 that while the Teamsters would do "whatever is reasonable and fair to protect these jobs," he placed two conditions on any concessionary agreement. First, that owners Al Checchi and Gary Wilson "must be held accountable for the mess they created." Checchi and Wilson threw NWA into nearly $4 billion of debt when they bought it out in 1989 with a huge junk bond issue. Second, Carey said the company had to be restructured "to give the employees the checks and balances they need to protect their investment" (of $900 million in concessions).

Carey's strategy has been to dump Checchi and Wilson by demanding majority employee ownership. Checchi and Wilson now hold the bulk of shares through their holding company, Wings Holdings Inc. As if to retaliate, NWA announced that same day the layoff of 1,043 workers; 780 of these are flight attendants represented by Teamsters Local 2000.

Good Money After Bad?

The next day Carey met with leaders of Local 2000 and the five other unions representing NWA workers. All expressed "collective outrage" over the layoffs. The Labor Leadership Forum, as the coalition of the leaders of these six unions is called, issued a statement calling for "a substantial equity stake in NWA that gives the employees a measure of control."

Although many specifics had not been worked out, the unions demanded enough equity for their $900 million "investment" to influence or veto major company decisions. In addition, they wanted five of the 15 seats on NWA's board of directors. Management would get five seats and the

continued on page 3

ON STRIKE
NO CONTRACT
FRONTIER
CARPENTERS LOCAL
ON STRIKE
ON STRIKE

Frontier Hotel workers and supporters march in Las Vegas.

The Night We Closed Down the Vegas Strip

Frieda Burgan
TDU spouse
Phoenix

It was the biggest show of solidarity that this writer has ever seen. Approximately 20,000 union activists marched on the Frontier Hotel in Las Vegas on Dec. 5. We closed down the strip for several hours in an over four-mile walk ending at the Frontier Hotel with banners, flags, signs, Santa Claus, a chicken, trucks, motorcycles, and more.

You can't tell the people of Las Vegas that unionism is on the way out. There were 12 international union presidents walking along with the rank and file. There were horns and whistles and bands playing. There were onlookers on the side giving us the "thumbs-up" sign, and people in cars blowing their horns in support. This all in support of the 556 Frontier workers who have been on strike since Sept. 21, 1991, against a casino owner who is bound and determined to break the union.

This owner, namely Margaret Elardi and her two sons, has already succeeded in breaking the Culinary and Bartenders Union in the early 1970s. She is a wealthy woman who does not care about the welfare of her employees or their families. Five unions are involved in the strike and not one member has crossed the picket line to return to work in all this time; 90% of the original 556 strikers are still picketing 30 hours a week.

Our own Ron Carey was there walking the whole way, and speaking afterwards in his usual elegant manner. There were Teamster vice presidents and International Reps in attendance as well. There were Teamsters from Hawaii, Guam, Canada, Alaska and throughout the nation. It was very heartwarming and gave everyone who participated a big lift.

We have to give a big hand to all the people who worked to put this thing together. Yes, this DESERT SOLIDARITY—OUR LINE IN THE SAND was a huge success and hopefully will help to end this long strike, and show these people we mean business and have just begun to fight.

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TDU International Steering Committee

Co-Chairs:
Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41
Organizer:
Ken Paff, Detroit
Trustees:
David Dethrow, St. Louis Local 688
Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741
Members:
Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
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Judith Kehoe, Providence, R.I., Local 64
Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988
Alternates:
Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PENSION, H&W NEWS

New York State Health Fund Is Sick

Utica, N.Y., is home to the New York State Teamster Health & Hospital Fund, New York State Pension Fund, Teamster Local 182, Joint Council 18, and smaller funds. The funds have served 30,000 members in 18 locals across New York, except New York City, since the 1950s.

In the past 15 years there have been three major scandals involving the funds that resulted in convictions. One involved kickbacks in which Tony Provenzano of New Jersey was given a four-year prison sentence. Another involved a fund administrator for embezzlement of funds, and the third a trustee who manipulated stock funds for private gain.

Health fund trustee Paul Bush was charged by the investigation's office in October 1992 with having ties to organized crime. His hearing was scheduled for Jan. 22.

Even before the Bush hearing, a Syracuse newspaper reported that $200,000 may have been embezzled recently and is part of a federal probe. The newspaper also reports that a separate investigation involves possible illegal transfers of Local 182 health funds.

Victor Olivadoti is the current president of Local 182, president of the joint council, a trustee of pension and health funds, and a member of the $100,000 Club.

Olivadoti sought International office during the 1991 IBT elections. He was a "backup" candidate for Joe T, who had been charged with wrongdoing at the time of the nominations. Joe T resigned and Olivadoti filled the slot for Eastern Conference VP on the Shea slate.

During the '90-'91 campaign, the health fund that Olivadoti was in charge of lost $48 million, but no major changes to prevent further fund losses were instituted. After Olivadoti lost the election, the state of the fund became known. Health premiums increased by 302%, a 20% major medical co-pay was instituted, and a $250 per year family deductible was added. Even with these changes, the most recent fund flyer estimated losses of over $13.3 million in 1992.

Bold action was required during Olivadoti's '90-'91 campaign bid to stem major losses in the health fund, but no such action was taken. Instead, Olivadoti was primarily concerned with beefing up pensions. In 1990 Olivadoti asked trustees for permission to move millions from the health fund to the pension fund. Fund lawyers and trustees refused to allow this.

In all, over $72 million in health fund assets have been lost during Olivadoti's tenure. Trustees recently subcontracted most work done by health fund employees to a non-union company. Approximately 30 union jobs are expected to be lost.

Nearly $60 million remains in the fund. Unfortunately, there is no organized effort by the members fighting for health benefits. Perhaps it's time for Upstate New York Teamsters to attend union meetings and speak up.

SAVE THE DATE!

1993 TDU Rank & File Convention

Oct. 29-31

Watch *Convoy Dispatch* for more information

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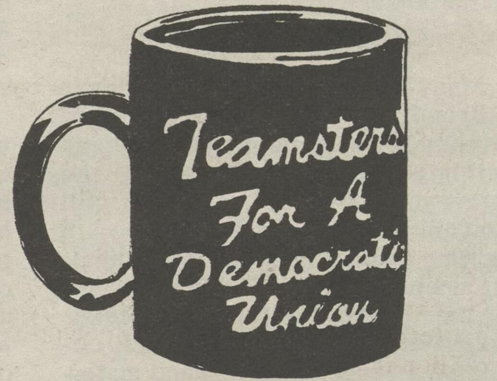

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Negotiations at Northwest Airlines

continued from page 2

remaining five would be mutually agreed to. The unions also demanded the right to negotiate NWA's five-year business plan.

While the unions would bargain the content of their concessions separately, they would jointly negotiate the business plan. The union proposals would end the private ownership of Checchi and Wilson. The Forum's statement also called for a solution to the company's financial problems that involves all "stakeholders." Presumably, this would include NWA's partner, Dutch-owned KLM, and its banks. The banks are a major factor in the pressure for concessions. The $270 million credit line they have offered NWA is contingent on the $900 million in employee concessions.

NWA rejected the unions' plan and offered to give its employees 20% of company profits over the next four years. The unions had no comment by press time, though the company's offer would put the two sides far apart. Bargaining was to continue.

Carey previously had questioned whether NWA had gone into the current negotiations with any plan to save the company. He said without a commitment "to maintain good jobs," any concessions "would be throwing good money after bad." In fact, this has been the record on concessions made for equity stakes in the past, Eastern Airlines being the clearest example. The last decade proved concessions do not save jobs. Furthermore, NWA's profit-sharing offer would raise the question, what profits?

The unions seemed willing to make concessions, however, if an acceptable stock-ownership plan were agreed to. NWA's rejection and counteroffer raise new questions.

The $900 million in concessions would cost the Teamster flight attendants $90 million over three years, the pilots $300 million, the Machinist-represented ground crews $300 million, with the remaining $210 million coming from management and employees represented by three small unions.

*—Kim Moody, **Labor Notes**, 7435 Michigan Ave., Detroit, Mich. 48210*

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Multiemployer-Union Pensions Safer

Recent news accounts describe potential dangers to private pensions that the federal Pension Benefit Guarantee Corporation would not be able to cover. But Teamsters in union-sponsored, multiemployer pension plans should not feel threatened by this talk: it concerns private single-employer pension plans.

The Pension Benefit Guarantee Corporation (PBGC) is a government insurance program for pensions. If a pension fund goes bust, typically because its sponsoring corporation has gone under, the PBGC is responsible for paying at least some of the unfunded benefits that are left behind.

The PBGC has been reporting that it lacks the money to cover the unfunded benefits of some large corporate pension plans. But the PBGC insures multiemployer plans separately. That includes most Teamster pension plans. According to the National Coordinating Committee for Multiemployer Plans, a coalition of about 200 union-sponsored benefit plans, "... the PBGC's multiemployer plan guaranty program is in great shape."

This situation is only logical: being in a multiemployer plan protects your pension if your company goes out of business because the plan can still pay benefits based on other companies' contributions. That's another good reason for sticking with, or bargaining to get, a Teamster pension plan.

UPS and other corporations would like to pull Teamsters into their own corporate pension plans. Then they could use our pension funds as a piggy bank, investing them as they pleased and hoping to one day draw off surplus funds. With all the mistakes our union trustees may make, we have a better chance to get better benefits out of our joint Teamster-employer plans than out of a corporate plan.

Pension COLA Petition

I think that COLA added to retiree pensions is a very important issue facing Teamsters today. The retiring Teamster leaves the industry with a pretty comfortable pension and watches the value of that pension dwindle on a daily basis. Provisions must be made to adjust pensions for inflation, similar to social security pensions.

I've started a petition for just that reason. TDU has helped me with the wording and I've had several thousand printed, but I need help—your help. Drop me a note and I'll send you a packet. They're already being circulated in some areas but we've only scratched the surface. Any help will be greatly appreciated.

Herb Snyder
308 Locust St.,
Canal Fulton, Ohio 44614

FREIGHT NEWS

Northwest Transport, Southern Conference

IBT Considers Experimental Regional Model

The International union freight division is considering putting to a vote at Northwest Transport an experimental contract for regional freight operations in the Southern Conference. The plan is to create a model contract as a pressure point against the non-union regional subsidiaries of Yellow, Roadway, CF and other non-union operations.

Active freight Teamsters we have contacted are for the most part interested in an experimental approach, but remain skeptical. Members, stewards and local officials we've talked to are interested in an *overall* "New Teamsters" move into the freight field.

Concerns Expressed

Many Teamsters say they want to see a broader program in the freight division. This would include first and foremost major reforms in the grievance procedure, which is still controlled by the old guard, who are fighting Carey's reforms and retaliating against his political allies. Recently, the retired Western Conference freight director, George Rohrer, circulated a packet of letters and materials attacking Carey's plans for grievance procedure reform and calling for all-out resistance by old guard officials. Rohrer is a pal of Western Conference chairman Mike Riley, who ran on the Durham slate a year ago.

In addition, an open approach—the New Teamsters approach—needs to reach out and involve freight Teamsters. So far, many have seen little change. As a start, the experimental regional model contract should be the subject of a freight bulletin and a discussion among freight Teamsters and leaders.

The strength of the New Teamsters is in an active and united rank and file. With freight Teamsters being hit hard by double breasting and other attacks, that strength needs to be tapped.

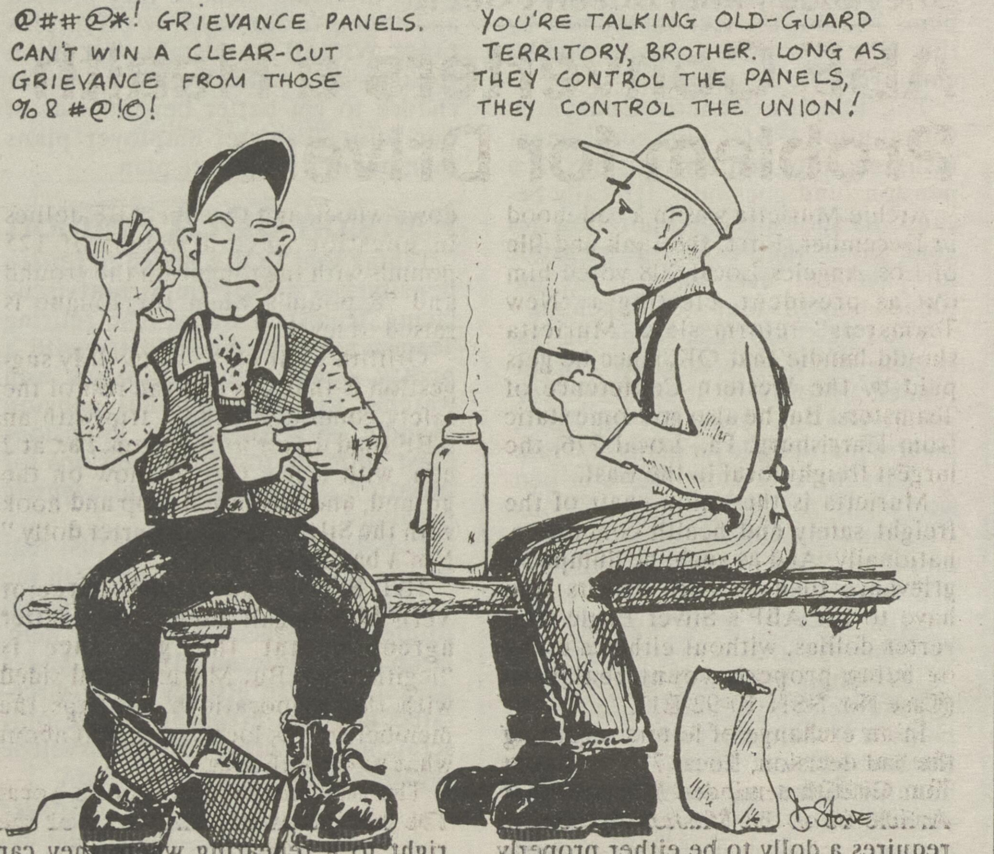
The Experimental Proposal

The experimental proposal for a regional contract is being worked out now. Its main feature is to propose that a long-haul carrier can integrate a short-haul component into its operations, and thereby expand. In return, the union will allow a percentage of low-seniority workers to stay at 85% of NMFA scale. That percentage depends on how much the long-haul carrier expands into regional freight.

NW Transport is a growing long-haul carrier based in Denver. It is owned by the McMorris family, who also own the new Denver Rockies baseball team. They are presently expanding into the South and have discussed with the Teamsters a move to add on a regional operation there, which would compete with non-union operations such as Con-Way (CF's subsidiary), Saia (Yellow's subsidiary) and Central Freight Lines (Roadway's new subsidiary). If NW Transport expands and adds Teamsters to its boards, a percentage of the lowest seniority employees could, under the proposal, remain at 85% of scale. That percentage is based on the percentage of regional bills added. Otherwise the full NMFA would apply.

The 85% rate is what most existing regional carriers pay under the NMFA, because most are under Article 6 profit sharing. In essence, the proposal would allow a long-haul carrier to add on a regional operation to its services, and in effect get a sort-of Article 6 deal for that percentage of the operations.

If NW Transport would agree to such a proposal, and the members pass it, it could be a test case. If it expands and succeeds, the union hopes it would be a pressure on Yellow and other carriers to go to integrated operations. Yellow proposed to the IBT early in 1992 to integrate regional operations into its long-haul system, but wanted larger concessions, and broke off talks. Then Yellow bought Preston Trucking, including its non-union operations in the South. Yellow also is expanding through its new Yellow Transportation division, which is using intrastate rights purchased from bankrupt Jones Truck Lines.


@##@*! GRIEVANCE PANELS. CAN'T WIN A CLEAR-CUT GRIEVANCE FROM THOSE %8#@!©!
YOU'RE TALKING OLD-GUARD TERRITORY, BROTHER. LONG AS THEY CONTROL THE PANELS, THEY CONTROL THE UNION!
J Stone

Freight Lines

DOT Hours of Service Changes Not Likely.

After a flood of criticism from more than 30,000 Teamsters and the safety organization Citizens for Safe and Reliable Highways (CRASH), the DOT is expected to shelve its proposed rules change. The proposed change in the hours of service regulations would have allowed drivers to "reset the clock" after a 24-hour rest period. Thanks to all the Teamsters who helped kill this plan!

Roadway to Purchase Central Freight Lines.

Roadway has offered to buy Texas-based Central Freight Lines for approximately $102 million in cash, pending stockholder approval. Originally an intrastate carrier in Texas, Central began expanding in 1990 and now has 76 terminals in Texas, New Mexico, Oklahoma, Arkansas and Tennessee. The purchase would add another non-union carrier to Roadway's fleet of regional non-union LTLs, which include Viking Freight, Spartan Express and Coles Express.

Yellow Freight to Buy Out Preston Corp.

Yellow Freight has made a new move to enter the regional LTL market by bidding on the financially troubled Preston Corp. Under the agreement, Yellow will purchase 5.8 million shares of stock (about $25 million), pay off $85 million of Preston's debt and replace $31 million in standby letters of credit. This move will give Yellow a foothold in the regional LTL market with Preston Trucking in the Midwest and Saia Motor Freight and Smalley Transportation in the South. Preston Trucking, the fifth largest LTL carrier, has been unprofitable since 1988. Saia and Smalley are non-union carriers, with Saia being highly profitable and the target of Yellow's purchase of Preston Corp. Yellow claims that each of Preston's companies will operate "independently" as subsidiaries of Yellow Freight System.

DOT Proposes Alcohol Testing Regulations.

The DOT has proposed alcohol testing regulations that would require pre-employment, post-accident, reasonable cause and random testing for alcohol. The regulations propose using breath-testing devices as the preferred method. The FHWA has proposed two options for random alcohol testing, either by carriers or by state officials. The proposed rules call for a worker who tests positive to take a second breath test 15 minutes after the first. If the second test shows a blood alcohol content (BAC) below 0.02%, the driver would be released. Refusal to be tested would carry a minimum one-year driving suspension. Two different sets of penalties are proposed by the DOT. If the test is done by the motor carrier, drivers found to have a BAC between 0.02% and 0.04% would be placed out of service for 24 hours and referred to a substance abuse counselor. Second and third offenses within a year of the original violation for BAC of greater than 0.04% would carry a 60- and 120-day suspension period, respectively. The second option, tests conducted by federal, state or local officials, calls for stricter penalties. A test showing BAC between 0.02% and 0.04% would force the driver out of service on the first offense and call for a 60- and 120-day driving suspension on the second and third. BAC of 0.04% or greater would carry a one-year driving suspension for the first offense and a lifetime suspension for the second offense. The DOT also proposed extending federal drug-testing regulations to cover intrastate carriers. Comments should be sent to Docket No. MC-92-19, HCC-10, Room 4232, Office of the Chief Counsel, 400 Seventh St. S.W., Washington D.C. 20590. The deadline for comments is April 14.

CF's Corporate Mission:

Undermining Teamster Bargaining Power

As the Big Three—Roadway, CF and Yellow Freight—scramble to dominate the regional LTL market, CF is attacking the power of the Teamsters union on many fronts. In the same breath that CF Motor Freight (CFMF) talks of employee dignity in its "EXCEL" program, the company manipulates freight and keeps drivers sitting between loads or puts them back in sleeper teams. The expansion of CCX and the growth of the Con-Way Intermodal system is placing parent corporation Consolidated Freightways Inc. in a position to divert CFMF's longhaul freight into the regional networks. EXCEL, railing, the renewed use of sleepers and the Con-Ways are not separate CF projects, but rather interconnected parts of its corporate mission.

The following article by Mark Serafinn begins a series that will examine CF's corporate mission. These articles, written by rank and file members, stewards and officers, are intended to begin a discussion on building the Teamsters' mission in the freight industry, and at CF in particular.

Mark Serafinn
Local 722 President
LaSalle, Ill.

Is Consolidated Freightways setting us up for a lockout in 1994? The evidence points in that direction if recent history of other corporations is any indication. This story is purely speculative and meant to inform and challenge you, not frighten you.

CF is engaged in the highly competitive business of transporting goods. CF also has been given the dubious award by the *Wall Street Journal* of being the most mismanaged Fortune 500 company in the country. This is very evident at the Peru terminal. Luckily for CF, the rank and file workers that are employed by the company are perhaps the best in the country.

With this in mind, monumental blunders such as buying bankrupt air express companies are easily explained. Bleeding CFMF to support Con-Way, Emery, Conquest, Con-Way-Intermodal, etc., is just more blundering to cover up the previous blunders. CFMF has always been the lifeblood of the CF companies. We are Union and because of that, we make the effort to get the job done right. But management sees our high wages and benefits as ripe cherries waiting to be picked away from us. Our work rules and job classifications are not cost effective to them.

Management at the Chicago terminal was overheard bragging that CF is railing about 40% of our freight in and out of the Chicago area and had a peak of about 70% a few months back. There was so much rail freight that scab companies were pulling the rail trailers down the highway because the rails were full to capacity. Any wonder why we are sitting three days at home between loads?

In addition to this, Con-Way is picking up LTL freight and railing it to its destination, then picking it back up at the rail head and delivering it to the customers. Remember, Con-Way was supposed to be a regional carrier of 500 miles or less. Con-Way Intermodal sleeper teams are hauling LTL freight instead of the truckload freight they were supposed to be regulated to.

This is not "overflow" freight. This is double breasting in its worst form! This flagrant disregard of the NMFA has got to stop or we won't have union jobs in the future.

EXCEL an Insult

Then there is the ultimate insult to us, EXCEL. As the company moves into a position where it can lock us out, we are asked to cooperate in our demise through EXCEL. We are asked to give suggestions to streamline operations and put job classification in jeopardy so when the lockout happens, the company will have an easier time recovering.

Caterpillar, a company larger than CF, did exactly that. Their QWL program enabled them to subcontract, stockpile in locations that could not be struck, and divert work to the point that the UAW no longer had any power to stop them. Isn't CF doing the same thing with our work? If they are not, and have no intentions of a lockout, why are they diverting our work at every opportunity?

EXCEL was put together by professionals trained in union busting and hired by CF for just that purpose. We are seeing good union people act like scabs, brainwashed members attacking union stewards under direction of the company, and a breakdown in solidarity.

All of our BAs and stewards should be trained to identify these QWL, or union-busting schemes, by educational programs established by the IBT (see page 7). By using the materials and the training methods of the Labor Notes Team Concept School, as the IBT did in its pilot program in St. Louis, our union can become very effective in stopping these QWL programs in their tracks.

Meanwhile, our union needs to enforce the contract we already have to protect our members from CF's blatant attacks on union jobs.

We Don't Need a TQA 'Facilitator'

Building Union Pride At Norfolk Roadway

Bill Haley
Local 822 steward, Roadway Express
Norfolk, Va.

I have been in the trucking industry for some 30 years. Most of this time has been union service.

I have always followed the guidelines set forth as far as my work habits and doing the best job at all times, whomever I may be working for. In short, I have given 30 years of quality service to the customer, as a representative of the company I happened to be employed with.

However, about three years ago, the company that I am now employed with, Roadway Express, adopted a program that has become its key to open the door to the 21st century, or so we are told. The name of this great program is TQA, "The Quality Advantage."

Well, I am here to tell you that if it is practiced in other areas of North America as it is presented and practiced in the Norfolk terminal, the company sure wasted its money.

As I speak with other Roadway employees, I am finding that they all agree that quality is important, and we have always given our best; therefore there must be some other motive in mind for TQA.

Those I have spoken with are of the opinion that TQA is a program that takes us out of the union mode and attempts to bring us into the fold of the company. As if the company through its wisdom is better suited to deal with our labor and daily problems than the union. I find that where this wolf in sheep's clothing appears in larger terminals, it is not being accepted as readily as Roadway's agenda would have us believe.

We have and will always do our job in a quality fashion as the union tradesmen we are, and will have pride in ourselves as in Roadway Express at all times while in the service of Roadway. We do not need a "facilitator" to instill this pride.

What is needed is supervisors, managers and company executives that understand that union men and women have always had this pride and will continue to give them our best in all areas of quality. The problem that I see is the companies are trying to establish a program that has already been refined by union labor years ago through collective bargaining. We play by the rules and we expect the company to play by the rules it has agreed to. And if it will do this there will be no need to form TQA groups to get around the rules.

We're Educating Our Members At Local 822

We at the Roadway terminal in Norfolk, Va., have held meetings at the union hall to inform the membership at Roadway of this impending peril, as have the members at other companies, CF and Yellow. And we have had a good turnout. The first meeting we all committed to the continuation of the company quality in our own way, to do the best job at all times.

These meetings have served to inform all who attend and are growing in participation. We can only ask the other barns around the country to stop and take a long hard look at where we as union members are and where we came from, and where we are attempting to go in the future. Not that much has changed; we are and always will be quality-minded employees. We don't need a manual to follow.

This whole program brings to mind something my father told me when I was a young man: if you want the cows to do something, you put a bell around one cow's neck and it will lead the other cows in the herd to the barn.

The companies are trying to find the drivers to put the bells on.

Grievance Panel Doesn't Get It

ABF Converters a Health Problem for Drivers

Archie Murietta was in a bad mood in December. First, the rank and file of Los Angeles Local 208 voted him out as president, electing a "New Teamsters" reform slate. Murietta should handle that OK, since he gets paid by the Western Conference of Teamsters. But he also got some static from Harrisburg, Pa., Local 776, the largest freight local in the East.

Murietta is the union chair of the freight safety and health committee, nationally. And as such, he dumped a grievance filed by ABF drivers who have to lift ABF's Silver Eagle converter dollies, without either a crank or being properly counterbalanced (Case No. NSH-10-92-E1).

In an exchange of letters regarding the bad decision, Local 776 President Tom Griffith reminded Murietta that Article 16 of the Master Agreement requires a dolly to be either properly counterbalanced or have a crank-down wheel, and that the ABF dollies in question have a weight of 125 pounds with the tongue on the ground and 78 pounds when the tongue is raised to level.

Griffith went on to state, "My suggestion is that you and the rest of the safety committee take a trip with an ABF road driver to Scranton, Pa., at 2 a.m. with a few feet of snow on the ground, and perform a drop and hook with the Silver Eagle converter dolly." Not a bad idea.

IBT Safety and Health Director Vern McDougall submitted a letter agreeing that the grievance is "legitimate." But Murietta still sided with the corporations. Perhaps the members of his local were right about what to do with him.

The issue continues, because Local 776 has persisted, and received the right to a rehearing where they can present evidence.

UNITED PARCEL SERVICE

Solidarity Will Bring Best Contract

'We All Must Stand Together as One'

*This article is reprinted from the **Memphis Reporter**, the Memphis TDU chapter newsletter.*

It's time to wake up, look around and see the light. Uncle Buster Brown wants to put the screws to us again come contract time.

Part-timers listen to this. Did you know that in 1982, employees who did the same job you are doing now made well over $11 per hour? Stop and think about that. Is it fair? Some of you want to go on to work a full-time job at UPS. Have you noticed how hard it is now to get a full-time job? Think about these things when the next contract comes around.

How about you package car drivers? You are asked to do more and more work, more splits, more pickups and air deliveries, and they want you to do it in less time. Does the word scratch ever make you sick? Think about work in the summertime. It is 98 degrees and every part of your vehicle feels like a furnace. Where is a fan? How about A/C? How about something to help cool you off? Forget it guys, if you are comfortable you won't scratch.

Now feeder drivers, how about you? How many loads are lost to the railroad? How many good runs are lost to the railroad every day? How many times do you see your security rights being taken away? Does guilty-till-proven-innocent sound familiar? It is time to make some changes.

I know I have left some people out, but the point is we all must stand together as one. We all have problems with the present conditions due to our poor contract, but we can overcome them when we are united and stick together. Do not be fooled by all the false concern management tries to show us. KORE, Corporate Mission, opinion polls and the like are nothing but smoke. If you listen closely you will hear there is much competition, we must work harder to overcome the competitor, and if we do not some of us will be laid off. It is all a joke. KORE and all the rest of the propaganda is designed to help management attain their goal for MORE MONEY FOR THEM, made from the sweat of your brow.

So when we start getting letters from Oz Nelson saying UPS is broke, just ask about the 15 companies bought overseas, ask about the increases in volume, revenue and net profits, even in years when other companies were losing money.

But though our dollars buy less, money is not the only concern we have. Let's fight for better pensions,

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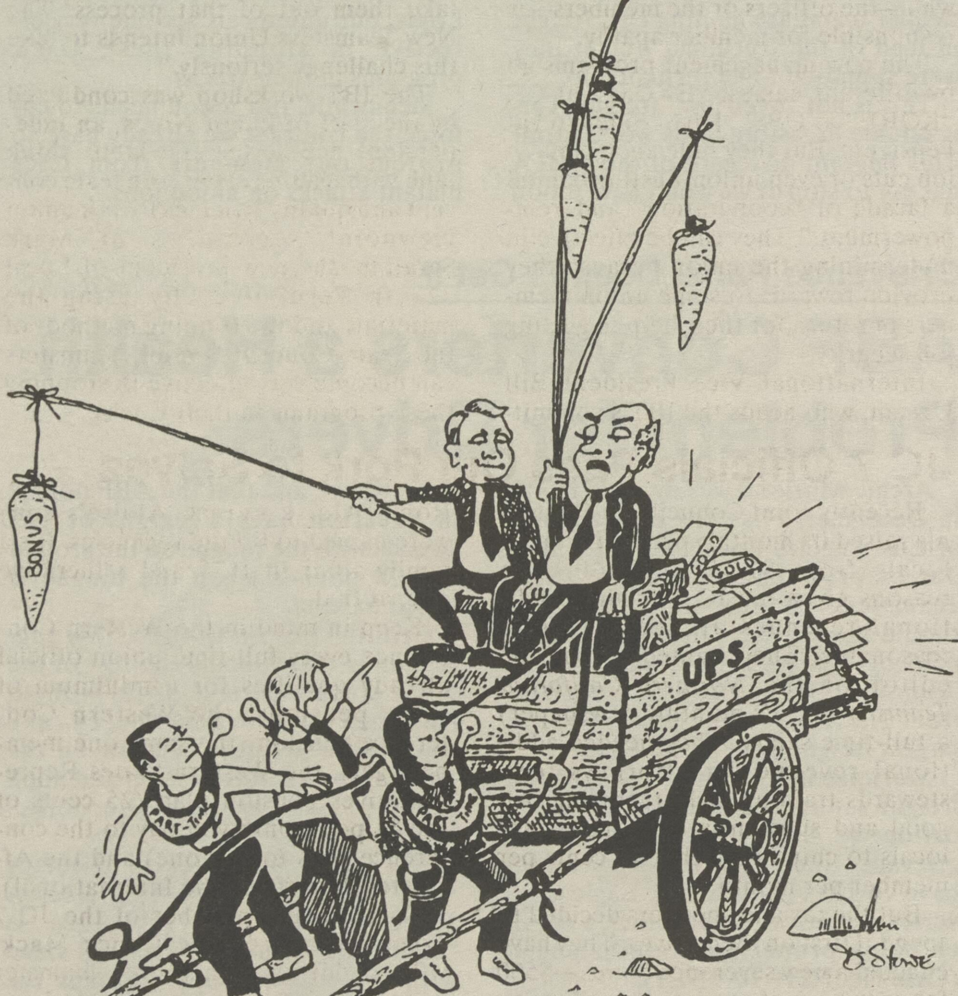
A Funny Thing Happened on Way to Bank

Gaylord Phillips
Local 386 steward
Modesto, Calif.

If you're a contributor to the UPS Thrift Plan, you are part owner of Federal Express. It seems that the fine people who invest our money have found it advantageous to invest in the competition. That seems a bit ludicrous, considering the three hours of indoctrination we went through in 1992 expressing the "evils of the competition."

But you can rest easy that your money has been well spent on FedEx stock. The 3,100 shares originally purchased for $107,762 matured to $120,125 by December 31, 1991. Of course, this represents a miniscule part of the total investment portfolio of the UPS Thrift Plan, and you can't blame their investors for jumping on a good deal when they see it. It's just that we all know that UPS is going to cry "COMPETITION!" when it comes time to sit down at the bargaining table this year. It will be interesting to see if they can keep a straight face.

The next time you see a FedEx driver you can look him right in the eye and say, "Hey, buddy, let's see a little sense of urgency out there, OK?!!" After all, a person has to keep on top of his or her investments, right? While you're at it, you might do the person a favor and take a little time to express the virtues of unionism, with emphasis on the Teamsters!



"You gotta be kidding. We want full-time jobs with full benefits!"

Results of IBT Survey

The results of the International union's UPS Membership Survey reveals another side to life at UPS, a side the corporation never shows in its own survey.

- Less than 2% of all members responding to the survey believe the grievance procedure is functioning in an "excellent" fashion, and less than 24% believe it is "good" or "excellent."
- Almost 70% of all respondents believe UPS demands more than "a fair day's work for a fair days pay," and 83% of full-timers believe "supervisors harass, coerce ... in their effort to increase productivity."

Over 51,000 surveys were received and tabulated by the IBT, which released results in January to UPS local unions. About one-third of the members responding were part-timers, a good participation level.

Members' priorities on certain bargaining issues were not surprising, with concerns over health and welfare rated first by full-timers and part-timers. Full-timers rounded out their top four priorities with pension, wages and COLA, in that order; part-timers chose wages, COLA and vacations.

UPS Teamsters affirmed that the issues of child care and parental leave should be included in negotiations, with over 61% agreeing, including nearly 68% among part-timers.

A copy of the complete report is available from TDU; free to members, others please include a donation.

UPS & Downs

'Little Talks' Give UPS Big Information.

In early January, UPS management at the Minneapolis hub began taking part-timers out for dinner to have "little talks," usually in groups of five. In one case, Division Manager Mark Sticka was the main "host," and he started the evening by saying that he didn't want to get into contract issues, because that would be against the law. Of course, during the conversation, contract issues came up anyway.

Sticka also wanted to know why certain sort lines were running smoother than others. Basically, he wanted the part-timers to rat on their co-workers, and even on supervisors. This kind of tactic is exactly what UPSers have to look out for as the corporation gears up for contract negotiations. Even if these "little talks" don't change people's minds, they help UPS evaluate where the workers are at, and what approach to take during bargaining.

"By participating even in the most positive ways, you could be helping the company prepare scabs for your positions in the event of a strike," one part-timer told *Convoy Dispatch*. "By telling them all the special things you do to get the job done right, you are giving away tools that help maintain your job security. Don't give away your skills. Just practice them."

UPS Orders New Jet Fleet.

In what is being called the "largest all-cargo order ever received by Boeing Co.," UPS has ordered 30 Boeing 767 jetliners and taken options to buy another 30, a deal potentially worth $5 billion for Boeing.

NEW TEAMSTERS UNION

Update on Local Union Elections

TDUers, Reformers Step Up to Challenge

In the past three months TDUers and other reformers have participated in over 50 local union elections, twice as many as in past years. In almost half of those, someone on the reform slate won. In almost a quarter of those, the principal officer candidate on the reform slate won.

It's an impressive record and a good start on the job of reforming our local unions, many of which are still controlled by the old guard. Of course, reformers had many disappointments, too. Especially because the hopes and expections of Teamster members have been raised by our victory in the International election a year ago.

Expectations

In many locals, members had high expectations based on the IBT election of December 1991. The Carey Slate won not only the vote, but won the majority of local unions (when the very small locals are excluded). But defeating the old guard local union leaders is much harder than defeating the Durham and Shea slates.

First, local officials, even old guard ones, do have some base of support. Second, the old guard local leaders work harder to save their own butts than they did to elect R.V. Durham or Walter Shea. Third, they control the election process, not an impartial court-appointed Election Officer. TDUers and other reformers are winning in many cases despite these factors.

Outreach

While most reform victories came in general locals or trucking locals, the reform movement also has shown outreach into a number of more specialized Teamster units. For example, Judy Kehoe, a new member of the TDU International Steering Committee, won the presidency of Bakery Local 64 in Rhode Island. Sister Kehoe is an example of the kind of new leadership our union needs. The TDU Steering Committee now includes six union officers or officials and nine delegates or alternates to the IBT Convention.

A special congratulations to Lucio Reyes, a striker at Diamond Walnut in California, who won the principal officer position of Local 601, a major food processing local in Stockton. TDUer Bob Henry won the principal office in brewery Local 1149 in Syracuse, N.Y., another example of the reform movement reaching out.

Building Our Strength

Of course, many good TDUers and reformers lose elections, as well. Especially where a rank and file slate takes on the incumbents or the business agents, the odds are not even. The charge of "inexperienced" is heard again and again. And in many locals, the only way to get "experience" is by joining the old guard clique.

But even in losses, the reform movement and TDU have grown, to become in effect the "second party." In the Southern Conference, this situation took on a regional dimension. In several major locals, TDU and the reform movement had grown in strength, but not quite enough to sweep the election. Reformers narrowly lost (although in some cases won a seat on the executive board, but not the principal office).

In Georgia Local 528, Southern Conference chairman Jerry Cook rigged the election. Not by stuffing the ballot box, but by control of the rules and collusion with employers (including busing in voters on the clock). Without these advantages, Cook likely could not have won. That election is under protest. If it is rerun, TDUers there are urging that Ron Carey order the use of mail ballot voting, and that he should do so in other local elections as well.

In Nashville, reform sentiment was strong enough to force incumbent Luther Watson to retire. The most popular BA ran instead, and adopted a "reform" platform in order to win. In Memphis and Oklahoma City, the reform forces split, with multiple slates on the reform side. This problem needs to be foreseen early, and headed off if at all possible.

Sometimes this involves the development of alliances with other reformers. In North Carolina Local 61, Los Angeles Local 208, Richmond, Calif., Local 315 and several other locals, TDU activists ran on slates with other forces and swept the election.

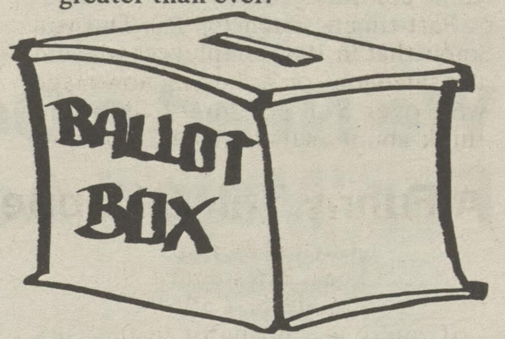
Keys to Winning

TDU recruitment strength translates into election strength. In Louisville-based Local 2727 (a nationwide local of the UPS aircraft mechanics), TDU recruitment was strong. When the election came, the reform slate blew the incumbents out of the water. A simple lesson—build TDU over time, don't just campaign in a few-month period.

Our TDU leaders and members can take pride in our victories, and can learn from our defeats. Running for local office is part of a strategy to bring our union back to the members. But it works best when the campaign is built on a range of activities that build TDU. Such as:

- Organize within the local union for positive reform, such as bylaws changes, and also build support in the shops and barns.
- In cases where there are one or more reformers on the executive board, make use of them as the "eyes and ears of the rank and file."
- Where incumbent officers have moved toward Carey or adopted a New Teamsters posture, develop a working relationship if possible to take on the employers. We should always work for unity while retaining our own independence as well.

These are all geared toward building rank and file strength and leadership, and toward building the reform movement—TDU. This is the key to winning elections. Our experience this year shows it. If we do this, our victories in 1993 will be greater than ever.



UPS Contract

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so our older Teamsters can retire with dignity. Let's fight for a fair and just grievance policy and innocent-till-proven-guilty. I'm sure each of you has one or two important issues you want dealt with. Go to the union hall and let your leaders know. To have a good contract and a union that works for you, we MUST all participate. Remember if we stick together we can't lose.

IBT Holds Workshop on Team Concept

Participants at a school on management "quality" or "team concept" schemes say these programs are spreading across American industries, and are a real threat to unions. The school was held in St. Louis in November as part of the new IBT leadership's development of policies and strategies to meet these threats, which had been ignored by the old guard.

In a rare strategy discussion that included rank and file Teamsters along with officers and BAs, workshop participants were able to talk about the need for member involvement, and who—the officers or the members—is responsible for member apathy.

The new management programs go by different names: "EXCEL" at CF, "KORE" at UPS, "Right Side Up" at Pepsi, etc. But they hide an agenda of job cuts or even union-busting behind a facade of "cooperation" and "empowerment." They can be effective in undermining the union because they provide rewards to some union members in return for their help in gutting job security.

International Vice President Bill Urman, who heads the IBT's committee on team or quality programs, reports, "It's a battle for the hearts and minds of Teamster members. These programs can put the union out of the loop, stressing that employees can solve their problems through company avenues. Another aspect relates to undermining collective bargaining. Even small violations here are important. These programs are about efficiency and productivity, and inevitably that relates to working conditions and job security for our members. Those are contract and bargaining issues, and these programs tend to take them out of that process. The New Teamsters Union intends to take this challenge seriously."

The IBT workshop was conducted by the staff of Labor Notes, an independent newsletter and labor think tank with leading experts on team concept and quality schemes from a union viewpoint. According to Mark Serafinn, the new president of Local 722 in Peru, Ill., "By using the materials and the training methods of the Team Concept School, Teamsters can become very effective in stopping these programs in their tracks."

JC 7 Officials Pass Out Pork to Selves

Recently Joint Council 7 in California raised its monthly per capita tax to locals from $1.45 to $1.60. The reasons given for JC 7 needing additional revenues all seemed quite reasonable. They wanted to pay the editor of the *Northern California Teamster* (JC 7's monthly newspaper) a full-time salary. They needed additional revenue for attorneys fees, stewards training and organizing. All good and substantial reasons to ask locals to chip in another 15 cents per member per month.

But the tax and spenders decided to spend it first on themselves. They have enacted a new severance bonus—$500 for each year of service—for all members of the JC 7 executive board. The retired Vince Aloise and Al Costa were deemed eligible to receive this little windfall retroactively. Steve Mack (Chuck Mack's brother) and Rome Aloise (Vince Aloise's son) were named to fill the vacancies. It's a family affair in JC 7 and a lucrative one, at that.

Keep in mind in the Western Conference every full-time union official already qualifies for a minimum of three pensions: the Western Conference pension (the same one members get), the Western States Representatives pension plan (25 cents of the $1 per month you pay to the conference goes to this one) and the Affiliates Plan (from the International).

So a 20-year member of the JC 7 executive board, like Chuck Mack, will in addition to his three Teamster pensions walk away with 10 grand as a going away present. This should help ease him, his family, and friends into a comfortable retirement. It pays to be a Teamster. But it pays a hell of a lot better to be a Teamster official.

CARHAUL NEWS

Cross-Border Scam Threatens Carhaul Standards

Jupiter Corporation Transportation System is running a cross-border scam to undercut Teamster carhaul standards. By pitting Teamster against Teamster, and the International Association of Machinists (IAM) against the IBT, Jupiter has been successful in cutting carhaul wages down to 30 cents per mile (Cdn.) for Hyundai traffic being hauled from Canada into Selkirk, N.Y., and other points east. This situation has serious implications for future cross-border operations, particularly with the North American Free Trade Agreement (NAFTA) looming ahead.

Jupiter Shuts Terminal After Workers Vote Teamster

Two years ago, Safety Carrier, a non-Teamster Jupiter subsidiary represented by the IAM, began hauling Hyundais into the United States from a new plant in Bromont, Quebec. When Safety Carrier got the work, they brought the IAM contract with them, which paid about 32 cents per mile (U.S.). Teamsters Local 648, based in Plattsburgh, N.Y., sued in court for the right of the workers to decide which union they wanted to join. In mid-1992, Local 648 finally won the case, and in September the Safety Carrier drivers voted unanimously to join the Teamsters.

Safety Carrier immediately closed its terminal, stating it had lost the work. Another Jupiter subsidiary, Auto Truck Transport of Canada (ATT), got the bid. Safety Carrier claimed it had nothing to do with ATT, but ATT used Safety Carrier's trucks to haul the traffic.

Now, with the Safety Carrier Teamsters out of work, ATT is hauling Hyundais from Bromont to Selkirk and into Vermont, and is peddling them to dealers in the East. The previous marshalling area in Mooers, N.Y., used by Safety Carrier, has been eliminated.

Quebec Teamster Local Undercuts Standards

To make matters worse, ATT has signed a five-year contract with Quebec Teamsters Local 106, which pays 30 cents per running mile (Cdn.), and $8.50 per hour. At the end of their

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We Need a Definition For 'Major' Accidents

Barbara Harvey
Labor attorney
Detroit

For years, employers have carefully maintained a large hole in the Uniform Rules and Regulations of the Central-Southern carhaul agreement: failure to define a "major" accident or cargo damage. The Department of Transportation has established standards to determine when accidents are reportable. Yet the carhaul employers have successfully evaded defining a major accident for purposes of discipline. We only know that degree of negligence and amount of dollar damage are the principal elements that determine how an accident will be classified. As a result, some accidents that cause more than $2,000 in damage have been classified as minor, while other accidents causing $1,000 in damage have been classified as major.

The consequences of how an accident is classified are significant: while minor accidents are subject to progressive discipline, major accidents may be grounds for immediate discharge. As a matter of actual practice, major accidents usually result in discharge and reinstatement without back pay through plea bargaining.

Inevitably, employers have sometimes abused their great leeway in classifying accidents. In a few cases, both employers and joint committees have flagrantly abused the contract by refusing to reinstate activists who were discharged for accidents that should have been classified as "minor" or as nonchargeable.

Mike Hewer's story (see this page) exemplifies the problem. Hewer was E&L's Michigan rodeo star. He had an excellent record and a long series of safe driving awards. While on layoff from Woodhaven, loading in the Chicago yard in fall 1991, Hewer had the misfortune of loading a unit with a defective door latch. The door popped open as the unit was being loaded, damaging two units at a cost of some $4,000. The evidence of a defect in the door latch should have classified the accident as a non-chargeable offense. But E&L classified it as major, and Hewer was discharged.

Examination of records in Hewer's case revealed that, of the literally hundreds of E&L discharges at Woodhaven and Chicago for major accidents, Hewer was the first one who could not get his job back. Other incidents included at least nine bridge hits at just the Chicago facility, including one bridge accident that caused more than $65,000 in damage. Bridge hits are widely considered to involve a high degree of negligence.

But Hewer had angered E&L management by being the only Chicago-based driver to openly distribute Carey campaign literature, so the company refused to reinstate him. After deadlocking at the Wisconsin Committee over back pay, the grievance was lost at the Central-Southern JAC.

Because Hewer's discharge was clearly related to his protected right to distribute Carey campaign literature, the NLRB refused to defer to the JAC, and Hewer was reinstated by an NLRB settlement. Others have been less fortunate.

Employers could not get away with this type of discrimination if the definition of a major accident were spelled out. The National JAC has the power to use its jurisdiction over contract interpretation to resolve this issue, and should consider adopting the DOT's standards for reportable accidents as the contract's standards for a major accident.

NLRB Reinstates Activist

Long-time TDU activist Mike Hewer, who had been fired from E&L Transport in December 1991, was reinstated to his job pursuant to a settlement approved by the NLRB on Dec. 19, 1992. The settlement came after one day of hearing.

"They just figured they couldn't win it," said Hewer. "The first day I explained that I had been passing out TDU contract bulletins and Carey campaign literature and that their managers had made some snide remarks about my union activity. I'm glad to be back. That was the main thing I wanted." Hewer's first day back at work was Jan. 5.

Hewer's attorney, Barbara Harvey, said, "It was possible to do justice in this case because the NLRB did not defer to the grievance procedure as it has so often done in recent years. We are hopeful this is a signal that deferral policy at the NLRB is relaxing."

NLRB Charges Discrimination

Detroit Local 299 Officials' Relatives Get Carhaul Jobs

Yard Teamsters under the carhaul contract are going back to work after an NLRB charge against officials of Detroit Local 299 and a Teamster employer were settled in January.

Michigan Minority Unloaders Inc., took over a contract in January 1992 to do yard work for Ford Motor Co., which had previously been performed by Wayne Car Releasing Services Inc. The new company was willing to take the union contract and the Teamsters who had been doing the work. But, according to the NLRB, Local 299 agents demanded that the company not take the whole seniority list, but instead hire other persons, including the friends and relatives of local president Ron Owens, union BAs J.D. Jackson, Charles Lee, Robert Roland and steward Charles Harwood.

The Wayne Car Teamsters filed charges against both Michigan Minority and Local 299, and the NLRB issued a complaint finding that Local 299 agents caused Michigan Minority to alter the seniority list to create false starting dates for the friends and relatives of union officers. Before the NLRB hearing on the charges took place, a settlement was reached requiring Michigan Minority to revise the seniority list, displacing the union officers' friends and relatives in favor of the wronged Teamsters; awarding monetary compensation; and, requiring Local 299 to waive union dues for several Teamsters for a period of five years.

"Many Local 299 members in Detroit hoped that Ron Carey's appointment of Ron Owens as carhaul director would lead Owens to follow Carey's reform program inside the local," said Local 299 member Pete Camarata. "These events show that reform and rank and file organizing are still needed. Many carhaulers and Local 299 members are concerned with this blatant case of nepotism and failure to represent our members.

"This is a sad day for the Local 299 administration and for all Teamsters if we don't follow through and make Owens, Lee, Jackson and the others answer to the IBT Ethical Practices Committee and the IRB, if necessary, for this incident."

Leaseway Files Under Chapter 11

Leaseway Transportation Corp. on Dec. 1 filed for reorganization under Chapter 11 in U.S. Bankruptcy Court. Leaseway was hurt by the recession and the weight of too much debt from a leveraged buyout by Citicorp Venture Capital in 1987. Adding to Leaseway's troubles was the loss of significant income from Sears Roebuck and Co., which sharply reduced its use of Signal Delivery Service, a major contract carrier that is part of Leaseway's General Transportation Group.

Leaseway hadn't made an interest payment on its junk bonds in more than two years and stopped principal payments to its banks in May 1990, although it continued to pay interest on the bank debt.

Leaseway currently generates annual revenues of $700 million, about half of which comes from its Specialized Transportation Group, which includes auto haulers Anchor Motor Freight, Nu-Car Carriers, ARCO and Leaseway Motor Car.

Said George Beam, a Teamster driver for Nu-Car Carriers in Georgetown, Ky.,"From what I've heard from management, they are trying to make it work. Basically they are having to learn how to run a company efficiently. For years they were a contract carrier, with a guaranteed profit, and then they switched to being a common carrier, and they didn't know how to bid the traffic. They seem to be learning fast. Drivers are nervous, but hopefully the company will come out of Chapter 11 stronger than when they went in."

GROCERY NEWS

Grocery Giants Take Back Millions From Teamsters

Bob Mattingly
Local 896, retired
Oakland, Calif.

After five months of on-and-off bargaining and boycotts, company threats and tricks, old-guard promises and posturing, Bay Area Teamsters at Lucky Stores were forced to accept major takeaways. Feeling penned-in and abandoned, the rank and file had no choice but to accept costly concessions by a vote of 535 to 232.

Lucky matched archrival Safeway in gaining big-time concessions from its 1,300 Bay Area Teamster drivers, warehouse workers, mechanics and clerks. Lucky claimed that a new Teamster contract cut Safeway's labor costs by $11 million a year and Lucky deserved similar concessions.

In exchange for a pay raise of $1.20 per hour over three years, and health and welfare increases of 37.5 cents, 35 cents and 35 cents per hour over three years, Lucky will reduce the number of holidays from 12 to 10 for current employees, and to nine for new hires. Sick days are cut from 12 to six, and paid lunch times eliminated. Night shift premium pay is sharply cut, and the Sunday premium of $1 per hour is history.

Fixed starting times for drivers, hostlers and dispatchers are gone, along with wash-up and hook-up times. In industrial injuries, no more pay for the balance of the day. New hire rates start at 70% of full pay and gradually reach 100% after 3,120 hours. There are no new pension contributions, but workers are allowed to vote to shift wage money to pension contributions in order to buy into the Western Conference Golden 85 pension benefit.

Despite the concessions, the union called the contract "the best grocery industry agreement in the western states." JC 7 President Chuck Mack said the talks were "the most difficult contract negotiations that I have ever seen. But public support and our boycott convinced Lucky that it had to treat our workers with respect."

Mack admitted in the NorCal Teamster newspaper that "the union responded to Lucky's demands for parity," but also noted that "Lucky remains the most profitable and productive outlet owned by the American Stores conglomerate."

Lucky Teamsters' customary bargaining power was undermined when JC 7 leaders threw Safeway and Lucky Teamsters into labor-market competition with each other in order to gain third-party transfer rights for 800 Safeway distribution center Teamsters without a major fight. JC 7 leaders had to know that the Lucky contract benefits would be sacrificed when they cut the Safeway deal.

At Safeway, Teamster leaders blinked just as their efforts seemed likely to pay off. They were in a position to escalate their pressure against Safeway with strong member and shopper support. But instead of pressing ahead with the support of sympathetic union, political, ethnic, religious and community groups that had rallied to their assistance, they pulled back.

There are few regions in the country that can match the Bay Area's support for trade unions and working people. That support, which goes back before the turn of the century, made it possible for the building trades and Teamsters, longshoremen and brewery workers to build strong organizations even during the toughest times.

In the past few months, hospital workers won a tough strike, a Molder's union leader was elected to Oakland's city council, Safeway shoppers honored a Teamster boycott, and voters rejected President Bush by 70%-80% majorities.

Bay Area Teamster leaders knew they could count on community support. They tested that support with the Safeway boycott, which cost Safeway millions. Yet these same Teamster leaders failed to mobilize that support and combine it with a winning strategy to save the wages, benefits and working conditions of their grocery members.

The members still have their jobs, and that's good. But who really thought the grocery chains wanted to dump one of the most productive workforces in the industry?

Cross-Border Scam Threatens Carhaul Standards

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contract in 1996, these carhaulers will be earning 32.5 cents per mile (Cdn.) and $10.50 per hour!

"I have tried to talk to Jean-Guy Levesque, who is the principal officer of Local 106, but have received no response," said a Teamster officer in Plattsburgh.

Selkirk Carhaulers Worried

This corporate scheme is also hurting Teamster carhaulers elsewhere. The ATT drivers are taking their loads to a Selkirk yard of Kenosha Auto Transport (KAT), another Jupiter subsidiary. KAT in Selkirk operates with 10 brokers and seven company drivers, represented by Albany Local 294. These drivers have to walk for their cars because KAT refuses to hire a yard man, despite the fact that Bruce Jackson, executive vice president of KAT, had promised Local 294 that he would. Jackson also refuses to hire Teamster mechanics. All of the mechanical work for KAT is being done by a non-Teamster garage. The other carhaul companies operating in Selkirk—Allied Systems and M&G Convoy—have Teamster yard men and Teamster mechanics.

Jupiter is pulling all the tricks it can. During one week in December, when there was no work for all the KAT brokers in Selkirk, Safety Carrier drivers in Atlanta, who are IAM members, were deadheaded to Canada. They picked up Hyundai traffic, some of which was delivered to dealers, and some driven directly to Port Newark—all for the rate of 30 cents per mile (U.S.).

"Something has to be done about this very fast. This is clearly a case of subterfuge of the national contract," said a Selkirk driver.

Article 28 Violation

Local 687 (into which Local 648 recently merged), has filed charges with the NLRB against Safety Carrier and Jupiter, charging them with being all one corporation that is trying to undermine the Teamsters. They also point out that Teamsters Local 106 appears to be in violation of Article 28 of the master contract, which requires that international traffic be delivered to an agreed upon marshalling area, "from which point final delivery of the ... vehicles shall be made by the drivers in their respective countries." While it is unclear whether the U.S. master contract is binding upon Canadian Teamster locals, the Canadians have apparently agreed to similar language. Local 687 has been appealing to the International, Eastern Conference and Teamsters Canada to try and get the situation resolved.

Future Free Trade Challenges

How this issue is handled takes on even greater importance since NAFTA, if ratified, will make cross-border deliveries even more common. Unless the highest standards can be defended, competition between drivers in Canada, the United States and Mexico will bring wages, mileage and working conditions down to the lowest bidder. Scams like this one being run by Jupiter must be stopped dead in their tracks or all Teamster carhaulers are in trouble.

Safeway Closes Sacramento Warehouse

The settlement of the Safeway contract dispute involving SDMI's Tracy facility included sending all unresolved issues to binding "baseball" (all-or-nothing) arbitration. All remaining issues were awarded by the arbitrator to the company.

Later on the same day, Jan. 12, as the arbitrator's decision was made public, Safeway announced that it was shutting down its Sacramento food warehouse.

Some 278 Teamsters at the Sacramento plant will lose their jobs. Less than half will be offered employment in Tracy.

Associated Grocers

Local 117 Women Beat Discrimination

Associated Grocers, Washington state's largest privately owned business, agreed last year to pay $325,000 in settlement of a discrimination suit by women Teamsters.

The discrimination arose from a 1987 contract with Teamsters Local 117, which set wages for a warehouse section that was 70% female at $1 per hour less than an all-male section doing the same work. The company said the differential wasn't a conscious decision. It was removed from the 1990 contract.

The court also found Local 117 guilty of the discriminatory contract, but the local is ending up a winner since the AG workers have taken a new interest in their union.

"We were very apathetic toward the union meetings at that time, but now people are very interested in their union," plaintiff Camelia Bergstrom told the *Seattle Journal American*. "There's an evolution occurring in the Teamsters."

Local 138 Teamsters Mobilize for Contract

New York Teamsters in Local 138 have learned a lesson. The ghost of the White Rose strike, in which hundreds of workers were permanently replaced, tells them to prepare for the worst. So they are. The contract, which expires in February, covers over 300 Teamsters.

For the last two months, members who work at the Key Food warehouse in Brooklyn have been very busy. They have taken the book "Mobilizing for the 90s," issued by the Communication Workers of America (CWA), and tailored that successful program to fit their needs. They have begun to educate members about the issues and are building solidarity by wearing matching T-shirts and buttons. They have chosen Tuesdays to show their union colors and hold meetings during their break time. They have begun an ambitious outreach program lining up support from labor and community groups where they live.

"It's really starting to come together now," said union steward Ed Santarelli. "Many new rank and file leaders have been born. The support letters and petitions have started coming in and it's pretty exciting. Four Teamster International VPs have responded with their support and offered much help.

"I brought this plan back with me from the TDU Convention," Santarelli explained. "If I hadn't attended, the members would be sitting around complaining like the old days, not out of apathy but because they didn't know what the rank and file are capable of."

'Hoffa' Fails as Movie and History

Though it is pleasing to see a labor subject for a Hollywood movie, "Hoffa," directed by Danny DeVito, is not only poor fiction, it represents a continuation of old stereotypes. For our money, we'd rather rent videos of these films: "Salt of the Earth" (1953); "Norma Rae" (1979); "Matewan" (1987); and, of course, "On the Waterfront" (1954).

Following are excerpts from two reviews of "Hoffa" by union activists.

DeVito's 1-Dimensional View

This one-dimensional representation of Hoffa's relationship to the IBT, the mob, the government and the employers fits neatly into DeVito's view of Hoffa as an "American Hero," but it fails where truth is concerned. ... To be fair, I realize "Hoffa" is not entitled, "Everything you always wanted to know about the Teamsters but were afraid to ask." But because "Hoffa" is the only labor history most people are going to get, the messages DeVito serves up are important. ...

The point here is not to argue whether a particular incident happened exactly the way it did in the film. Rather, it is that DeVito and writer David Mamet have taken it upon themselves to 1. define what they feel is important about Hoffa (to support their bias); 2. present it as reality; 3. take the point of view of Hoffa (through fictional Hoffa buddy Bobby Ciaro's eyes) to personalize and legitimize the presentation, and 4. fail to make any connection whatsoever to recent struggles in the IBT (even the obnoxious TV movie "Presser" showed Ron Carey taking the oath of office at the end of that disastrous film). The result is millions of viewers forming opinions about the Teamsters because they think they have seen the real Jimmy Hoffa through his own eyes. ... So, what does "Hoffa" tell us that we didn't already know? Not much.

—Terry Post
Teamsters Local 216, San Francisco

To Learn About Hoffa, Read a Book

If you want to bone up on labor history or find out more about the real Jimmy Hoffa, try reading a book, such as the recent MIT Press biography of the Teamster leader by business school professor Arthur Sloane. "Hoffa," the movie, is a lurid, cartoonish account of the man's life and death that has more in common with "Batman II." ... The misleading depiction of workers, their unions or union leaders in TV shows and movies is not a new phenomenon. ... But given the big bucks and big names involved in Hoffa—and the director's professed sympathy for his main character—aficionados of this troubled genre had every right to expect something superior to Stallone's "F.I.S.T." ...

("Hoffa") is full of real people, places and occurrences, all stitched together without any regard for the historical record or insight into the character and career of a man who remains, 17 years after his death, the best known labor leader in America. ...

Autocratic, amoral, deeply involved for years in improper financial dealings and ultimately fatal relationships with the mob, Hoffa was also a skilled negotiator and expert on trucking-industry economics. Among his positive achievements was the union's first national trucking contract, which helped standardize wages and benefits for Teamsters throughout the industry. At the same time, his businessman's approach, conservative politics and centralized, top-down control of the union actually made the Teamsters a preferable bargaining partner for many employers to CIO unions with a tradition of left-wing activism and rank-and-file participation. ...

By 1975, when Hoffa disappeared, more Teamster drivers had good reason to reproach him. Their working conditions were starting to deteriorate. Mob-related pension fund deals were endangering retirees' benefits, not improving them. Other monuments to Hoffa's past rule, including his national trucking contract, were being eroded by his successor's un-Hoffa-like combination of corruption and incompetence. ... (and) as labor journalist Dan LaBotz notes, "Hoffa never helped the membership learn to think or act for itself." Hoffa, says LaBotz, "gave Teamsters the appearance of power and the swagger of self-confidence, while depriving them of the only possible source of real strength and confidence: control over their own union."

It's taken almost two decades for Teamsters to regain control through reform of the national union leadership. At the rate Hollywood is going—with movies such as "F.I.S.T.' and now "Hoffa"—we may have to wait just as long before a filmmaker finally gets the union's history straightened out as well.

—Steve Early
Union Rep, CWA, Boston

Building an Army of Organizers

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use an approach of involving our members and the workers we are organizing in very active ways in our program.

The biggest ingredient to a successful organizing campaign is having an active committee on the inside established early in the campaign. Units with active committees comprised of 10% of the workforce and representative of race and gender have a win rate of 62%. Building this type of committee is time consuming and labor intensive—it takes people talking one-on-one to other people in order to get their support before an election petition is even filed.

This brings in the importance of house calls—visiting workers at their homes to talk union, develop leadership, sign cards, learn about the issues and prepare for the employer's anti-union campaign. When the majority of workers are visited at their homes, the win rate jumps to 61%. When rank and file organizers from other organized units make house calls, the win rate jumps even higher.

For our union to be able to organize large national and regional truck lines and warehouse operations, we need to begin building an army of rank and file Teamsters who are ready, willing and able to go into battle.

Preparing for Battle

Organizing is a war and employers will do just about anything to keep the union out. Going to war without troops is like an ant attacking an elephant. If we're to organize companies like Overnite, we better have an army prepared for the fight. We need careful planning, strategizing and mobilizing to take on the biggies. The place to start is to invest a year in training for locals and rank and file members. The IBT could offer organizing training to locals requesting it. Smaller organizing campaigns targeting local employers could be undertaken by rank and file committees in conjunction with International organizers. This would provide hands-on experience for the bigger battles ahead. If each of the 600 or so local unions could organize 100 people in a year, the union would have grown by 60,000 members, which is the pace it would take to reach 2 million in 2000.

Once thousands of Teamsters have been involved in campaigns on a local level, the process can begin of hooking them together to work on regional carriers such as Con-Way and Spartan. One-on-one contact can be developed between working Teamsters and their unorganized brothers and sisters. There's no other way to make thousands of house calls than to have thousands of dedicated and educated Teamsters doing the doorknocking. Once the troops have been trained and working cooperation has been formed between locals and members on a regional basis, the network, skills and troops are there to carry the battle to our larger foes on a national level.

The rank and file organizing model not only can infuse new life and excitement in our union, but can also begin to grow into a means of dealing with our own employers. Members who know how to organize the unorganized will pick up on how to organize their co-workers into a united and fighting union on the job.

The International can help with money, strategy and the linkups. But only at the bottom can we provide the troops and the energy needed. Locals who would rather freeze out their members or squabble with our new IBT leadership won't be able to do it. The job will take a team effort from bottom to top.

There are no shortcuts to take in organizing. We're fortunate in the New Teamsters to have an opportunity to take a new and bold step toward organizing the unorganized. There's a lot of frustration out there. A lot of impatience. Members are waiting for something big to happen. But before something big can happen we need to gather and train troops starting now. It might take a little longer organizing the right way. But in the end, it's the only way that will work.

Safety Law Wins Jobs

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in a Section 405 case that has forced Yellow to reinstate him and pay over $100,000 in back pay.

Spinner is domiciled at the Maybrook, N.Y., terminal and is a member of Teamsters Local 707. In 1988 and 1989, Spinner encountered two incidents where the vehicle inspection reports for the tractor he was assigned to did not match. After the first incident, in which he insisted on verification and received an unhelpful response from the Cleveland dispatch office, he complained to Yellow Freight headquarters. As a result of his actions, new procedures were established. However, still not satisfied, Spinner contacted the Federal Highway Administration. The linehaul managers in Cleveland and Maybrook were clearly not happy about it, and began to look for ways to retaliate against him.

The second time Spinner's inspection paperwork did not match, he again requested verification. Cleveland dispatch denied his request and, when he refused to drive without the proper reports, he was fired.

Spinner filed a grievance with Local 707. He also filed a Section 405 charge against Yellow Freight for retaliating against him for refusing to operate a vehicle without the proper vehicle inspection reports. In December 1990, the Secretary of Labor ruled that Yellow Freight had unlawfully discharged Spinner, and ordered his reinstatement. Yellow refused to comply, but the DOL decided to postpone any further action until after Spinner's union grievance had gone to arbitration. He lost his job in the grievance procedure, but pursued the Section 405 case.

In a July 1991 decision, an ALJ ruled in Spinner's favor, ordering Yellow Freight to reinstate him. Yellow again refused. What ensued was a long series of appeals that went as far as the Second Circuit Court, in which Yellow Freight lost every single fight. They were finally forced to reinstate Spinner in July 1992. Yellow Freight has one final appeal pending, which it is also expected to lose.

The OSHA Section 405 statute is one of the most powerful employee protection statutes around, and it is specifically to protect drivers, mechanics and others who are disciplined or threatened with discipline because of enforcing DOT regulations or important safety rights. But as with any law, there are complications and limitations. Successful cases have met certain criteria and been well documented by the workers filing the charges.

Be sure you are protected. If you want to learn more and cannot get help from your local union, contact the TDU office.

LETTERS FROM OUR MEMBERS

Grievance Panel Reform Now

For the last year and a half Yellow Freight drivers in Columbus, Ohio, Local 413 have been pursuing grievances on Article 43, Section 5. This article provides that when bid drivers are delayed to the extent they cannot complete their bid week due to foreign drivers moving ahead of them on turnarounds, "They (the drivers) shall be made whole for all bid run mileage lost in the bid week."

Now a decision has come down, signed on the union side by Indianapolis Local 135's John Neal, stating that the Article 43, Section 5 in our contract books is not part of the Yellow agreement. Imagine our surprise! It's in black and white in the Yellow Freight contract books we were all given. At the time we voted on the contract we were not notified that this was one of the old guard's little "gifts" to Yellow Freight. If they gave away this language to Yellow without telling us, what else in these Yellow contract books have they given away? What are we to believe?

Special consideration to Yellow should be a thing of the past. It was done on the basis that Yellow had no non-union companies. Therefore, they warranted special favors like their own grievance panels and their own contract book.

The past is over. Now that Yellow owns and operates three non-union companies they should be made to get back in line with CF and Roadway. No more favors!

In 1989 at the TDU Convention in Pittsburgh, I had the pleasure to meet and talk to Ron Carey. I explained our problem in the Central Conference with our grievance committees. He told me that this was a big problem everywhere and if he got elected he would help to correct our problem. We in Local 413 voted for him by over 5 to 1. We campaigned for him. We raised money for him. It has now been close to a year and we still have the same old guard back-stabbers on our grievance panels. It's time for a change!

Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio

Officer Thinks Things Through

"TDU does not think things through." So says Jim Kabell as he presides over the January general meeting of Local 245. He just finished reading bylaw amendments, made from the floor, that have to do with stewards and stewards councils. Almost motherhood and apple pie, but ... "these model bylaws are from the IBT General Executive Board. They are TDU." Jim later asks all present to fill out a TEAMSTER GRAM. Jim, do you think maybe the GEB drafted these? Careful, Jim. Jim went on to lay in the lap of TDU every ill present today in the Teamsters. In Jim's lecture, he didn't "think through" and explain to us how 290 delegates at the '91 IBT Convention managed to get 1,000 old guard to vote for a $200 strike benefit. Yet it's TDU's fault the strike fund is almost broke.

Nor did Jim think through who signed the consent decree that "TDU wanted the government involved." It was your idols, Jim, most of them gone or indicted. No TDU names, Jim.

Jim, you worked hard getting members to attend this meeting. It was a good turnout. You "thought through" the possibility that two of your most extroverted members were "up to new shit" and it was "time to stop them." You didn't wait for them to "start something." You allowed a verbal bashing to rain from the floor upon these two brothers. Nice going, Jim. There will be a lot more THINKING THINGS THROUGH now.

Fred Veregge
Local 245, retired
Springfield, Mo.

Spouse Benefits Canceled

When I retired in 1989 after 31 years in the union, I was led to believe my wife and I had medical insurance until I became 65. Last December, my wife had to go on kidney dialysis. That is the day Central States Health and Welfare Fund canceled the medical insurance on my wife. We were both age 62.

I will bet my next pension check that the trustees of the Central States Fund never have this problem. This kind of treatment to retirees of a labor union is rotten.

I would like to inform all retirees under 65 that if they or their spouse comes down with a terminal illness, Central States will cancel their insurance.

Thomas Hinkel Sr.
Local 24, retired
Fort Myers, Fla.

Teamster Union Misportrayed

*The following letter is reprinted from **Time** magazine in response to an article "How Hoffa Haunts the Teamsters."*

As a trade unionist familiar with conditions in the Teamsters before and since the election of reform leadership a year ago, I found Richard Behar's account of recent developments in that union ("How Hoffa Haunts the Teamsters," Dec. 21) to be a disgraceful piece of journalism. If Behar had bothered to interview a single rank-and-file Teamster for his article—none are quoted—it might have been less unbalanced.

The election of a new national executive board headed by Ron Carey was a tremendous breakthrough for the Teamster rank and file. Carey and his running mates were backed by nearly 200,000 members of the union who most definitely are not "in love with its sordid past." Many of his supporters in Teamsters for a Democratic Union (TDU) have led the fight, since Jimmy Hoffa's death, against the mob infiltration, undemocratic practices, and benefit fund abuses that were part of Hoffa's grim legacy.

The new Teamster leadership inherited serious financial problems and face continuing bureaucratic resistance to full implementation of its reform program. Comparing Carey's recent beef with the government is a distortion worthy of the movie "Hoffa." Calling Carey an "apparent reactionary" is an insult to him and the Teamster reform movement that remains solidly behind him.

Steve Early
CWA Representative
Boston

Multicultural Unity Builds Union

Our country is visibly multicultural. Recognizing our cultural diversity helps us find common ground rather than divide our efforts. Independent from each of our ethnic groups, we all agree on the need for a democratic union which will:

- fight for dignity in the workplace;
- fight for a decent contract which allows for a better future for our families;
- really organize non-union workers.

This means building TDU, and not allowing it to stagnate, as in my region.

Let me share my experience at System Parking. When I began working at System Parking in December 1991, two unelected stewards approved a poor contract in February 1992, without consulting the workers. Shortly after completing my probationary period, I was elected steward, after which we demanded that the other steward resign. Then we elected two new stewards. As a result, all of the diverse ethnic groups working at System Parking are represented: African American, Anglo and Latino. The results include:

- unity among the workers;
- respect from management;
- no more unjust firings;
- 100% increase in attendance at our local union membership meetings; and, more importantly, participation with questions and answers;
- opening the possibility of organizing non-union workers near our workplace.

Greetings from San Diego to all brothers and sisters in TDU. Keep up the struggle!

Jesus Pacheco
Local 481, System Parking
San Diego

TDU Meets

ALLENTOWN, PA.
Sunday, Feb. 28
10 a.m.
UAW Hall
Mack Blvd.

ARIZONA
Saturday, Feb. 20
3 p.m.
9043 N. 36 Dr.
Phoenix

CLEVELAND
Sunday, Feb. 7
1 p.m.
Bedford Heights Community Center
5615 Perkins Rd.
Bedford Heights, Ohio

DES MOINES
Sunday, Feb. 21
8 p.m.
Home of Rich Olson
724 35th St.

EAST BAY
Saturday, March 13
10 a.m.
For information: (510) 658-7195

JACKSON, MISS.
Saturday, Feb. 27
2 p.m.
Super Eight Motel
(former Howard Johnson's)
McDowell Rd. & I-55

IOWA CITY
Friday, Feb. 19
7 p.m.
For information: (313) 842-2600

LINCOLN, NEB.
Sunday, Feb. 21
Noon
For information: (313) 842-2600

MERIDIAN, MISS.
Saturday, Feb. 27
9 a.m.
Holiday Inn South
U.S. 45 & I-20

MILWAUKEE
Saturday, March 6
12:30 p.m.
Security Savings & Loan
76th & Layton

NASHVILLE
Sunday, Feb. 28
4 p.m.
Days Inn
Briley Pkwy. & Murfreesboro

SCRANTON, PA.
Saturday, Feb. 13
6 p.m.
Old Brooks Inn
Rte. 307

SIOUX CITY, IOWA
Saturday, Feb. 20
10 a.m.
For information: (313) 842-2600

SO. CALIFORNIA
Sunday, Feb. 7
VFW Hall
101 S. Main St.
Pomona, Calif.

WILKES-BARRE, PA.
Saturday, Feb. 13
Noon
VFW Post 5267
Sans Souci Pkwy.

WE'RE ORGANIZING TO WIN!

My union, Local 2727, is a nationwide local. We're the mechanics who keep UPS's air fleet going. In December, we overwhelmingly elected a new leadership to get our local moving again. Our first step was to get the members educated and organized. That wasn't easy, but with the help of TDU we learned our rights and how to use them. We launched a recruitment drive and built the reform movement that took the local back from the old guard.

Now our members need to look to TDU for the links of solidarity we need for fair treatment from UPS. Although the air mechanics have a separate contract with UPS, we will be supporting our Teamster brothers and sisters in their fight for a new Master UPS Agreement.

—Don Hanson, Local 2727, Louisville

Meeting the Challenge ...

Winning a fair contract with UPS will be a major challenge for our union. It will require the active participation of UPS Teamsters, and the support of all Teamsters

The employers are watching. Will our union—the International and the rank and file—stand up to UPS for a fair contract? Will we be organized enough to overcome UPS's slick PR campaign and attempts to divide the rank and file? The impact will be felt by *all* Teamsters.

JOIN TDU

TDU is the organization of Teamster members working to build our union.

If you want a strong, democratic union, fair contracts and dignity on the job—and are willing to help make it happen—join us today!

TDU MEMBERSHIP APPLICATION

Name ______ ____________________ Local # ______

Address ____________________

City ____________ State ______ Zip ______

Phone (____) __________ Company ____________

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other ____________ Optional: Spouse's name ____________

☐ $35 one-year's membership & subscription to *Convoy Dispatch.*

☐ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

☐ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # ____________ Exp. date ____/____

Date ________ Signature ____________________

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

... You Can Help

TDU is publishing a series of UPS Contract Bulletins during the negotiations. Bulletin #1 reviews major issues and is available now. Bulletin #2 will be published soon and will focus on part-timers. You or your TDU chapter can help spread the news and build solidarity by distributing Contract Bulletins to UPS Teamsters. Call TDU at (313) 842-2600 if you would like a bundle to distribute. There's no charge, but donations to help cover the cost of printing and postage are always appreciated.

If You're Not a Member ...

... use the membership application at left. Help the organization that is helping Teamsters help themselves. Join TDU today.